

Working Group 2-2
Inclusive Workplace Design – Summary notes

07 December 2021 | 9:00 am (Montana)

1. Attendees

No.	Name	WIM Organisation	Role in WIM Organisation	Role in Working Group
1.	Ashley Chancellor	WIM USA	Treasurer	Coordinator
2.	Topi Vaarala	WIM Finland	Member	Participant
3.	Doris Aidoghie	WIM Nigeria	Member	Participant
4.	Barbara Dischinger	IWiM	Director	Support
5.	Sueli Tang	IWiM	Head of Operations	Support

2. Notes

2.1 General information and background

- The meeting began with a quick summary of the November session and a recap of a series of questions Kate Finch sent around to WG2-1 as homework resulting from the Nov session
- This month's presentation focused on: Daycare & Nurseries and Women's Health: Pregnancy, Lactation, Menstruation & Menopause
- The group went through the presentation as exchanged comments and experiences lived in corporate offices, home offices and site office, whether they were personal or seen as part of the company they work or have worked in
- Some of the experiences put in evidence the lack of procedures, week infrastructure, norms, regulations, and practices in the different countries across the world when it comes to inclusivity and considerations for the issues discussed as part of this month's agenda
- Inadequate toilets – not having the sanitary conditions or the design conditions to facilitate women's hygiene during menstruation
- Considerations for pregnancy, during pregnancy and in lactation are not to be seen as a preference treatment neither in surface nor underground mining
- Emergency responsiveness should be considered if inevitable the pregnant employee is on site
- Shifts, roster, rotations to be consider for the pregnant employee
- Sick leave days for painful menstruation (cramps, endometriosis). Applicable in countries like Finland
- Support from the government or mining companies for child care exists in some countries in other the needs are great to the extent that children sometimes accompany their mother to the workplace and are breastfed there
- Some mining companies restrict the pregnant employee from working and being exposed to certain job conditions such as chemicals in the laboratories, etc.

2.2 Next steps

- It will be great to see worldwide what the legislation says about these topics
- Preparation of the draft closure report of this group to be agreed amongst both group coordinators
- Think about how this group can continue into 2022